

# Indiana Department of Workforce Development

## Strategic Skills Initiative

### Economic Growth Region 9



Mitch Daniels, Governor  
Ron Stiver, Commissioner  
July 2006

#### About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

#### About Region 9

- Population (July 2005)  
**317,287**
- Labor Force (May 2006)  
**168,779**
- Unemployment (May 2006)  
**4.8%**
- Per Capita Income  
**\$28,340 in 2004**

- Source: [www.hoosierdata.in.gov](http://www.hoosierdata.in.gov)

#### Counties in Region 9

- Bartholomew
- Dearborn
- Decatur
- Franklin
- Jackson
- Jefferson
- Jennings
- Ohio
- Ripley
- Switzerland



INDIANA  
**WORKFORCE**  
DEVELOPMENT

#### Economic Growth Region 9

**Economic Growth Region 9** is comprised of ten counties including: Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley, and Switzerland. The SSI research & identification allocation was \$211,541. The awards allocation awarded is \$975,576. Methods used throughout the Research and ID phase were primary research that included surveys, focus groups, and personal interviews as well as secondary research.

#### Key Occupational Shortages

#### Projection 2005-2007

Registered Nurses	52
Licensed Practical Nurses	45

#### Emerging Industries / Occupations

**Manufacturing:** CNC Machining, Injection Molding Engineers, Mechanical Engineers, Nano Manufacturing Specialist, Microbedded Systems Specialist.

**Information/Technology:** Computer Aided Drafters, Software Engineers, Computer Repair, Webmasters, Computer Security, Geographical Information Systems (GIS) Technicians, Information Architects, Fiber Optics Technician

#### Root Causes

##### Education and Training: Capacity, Completion, and Placement

- Rapid increases in technology and increased demand for skills by employers
- Entry level workers lack base skills in healthcare

##### Pipeline and Career Awareness

- Students lack awareness of available jobs and skills needed

##### Wage Rates and Benefits

- Jobs in health care considered to be low-wage compared to other sectors
- Wage levels and work environment unattractive to "career changers"

Identified Solutions



## Root Causes Continued

- **Employer HR Policies and Practices**
  - Increase in retirement, knowledge being lost, and the jobs causing stress and turnover
  - High turnover rate due to long hours in transportation industry
  - Working environment and conditions are too intense in the construction industry
- **Leakage and Brain Drain**
  - College students are less likely to return to the area because they do not see opportunities there

## Identified Solutions

1.

Solution: <i>Embedded Systems Economic Growth Cluster</i>	Dollars Allotted: <i>\$234,360</i>
<p>Solution Description:</p> <p>To address the need for skilled workers in engineering and computerized control software Region 9 will be implementing five programs as part of an embedded systems cluster. The programs include Advanced Certifications, Training and Skills Improvement, Attraction and Awareness Events, Focused Internship programs and the Technology Commercialization Pilot program.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 430 Hoosiers participating in solution</li> <li>• 283 Hoosiers completing the solution</li> <li>• 203 certifications</li> <li>• 323 placed or promoted into shortage occupations</li> </ul>

2.

Solution: <i>Supervisory Leadership Academy</i>	Dollars Allotted: <i>\$212,016</i>
<p>Solution Description:</p> <p>Region 9 will establish a training program which will train frontline supervisors and managers in leadership skills to help keep employees on track with business objectives. Participating companies can choose to participate in one or two year programs which will be administered on-site. Students will receive a nationally recognized workforce certification.</p>	<p>Outcomes Proposed</p> <ul style="list-style-type: none"> <li>• 108 Hoosiers trained</li> <li>• 108 certifications earned</li> <li>• 86 placed or promoted into shortage occupations</li> </ul>

## Identified Solutions

3.

Solution: <i>Nursing Initiative</i>	Dollars Allotted: <i>\$529,200</i>
<p>Solution Description:</p> <p>The grant will fund additional nursing faculty positions at Ivy Tech Community College campuses throughout the region. Faculty will educate Nursing Associate Degree students. A loan will also be administered to Masters Degree Nursing students who will teach nursing courses for students in the region. Students will be eligible for up to \$5,000 in forgivable loans. One third of the loan will be forgiven for each year of instruction, with the full loan being forgiven after three years. Region 9's nursing initiative will allow more regional students to start in on a high wage career path and fill regional occupational shortages.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 70 Hoosiers trained</li> <li>• 70 degrees earned</li> <li>• 70 placed or promoted into shortage occupations</li> </ul>

***Solution Totals****\$975,576**608 Hoosiers trained**381 certifications or degrees**479 placed in shortage occupations*